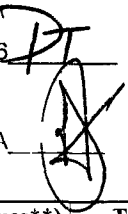
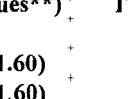


Wage and Benefit Schedule for San Bernardino and Riverside Counties
 ARCA/MCA and District Council 16
 Service Master Labor Agreement
 September 5, 2016 - September 3, 2017

DC 16 
 ARCA/MCA 

| Classification | Wage | PTO | Total Taxable | H&W* | Pension | JJATC | A&J | Natl Train | P.I.P.E. | ARCA/MCA | (Dues**) | Total |
|---|-----------------|--------|---------------|--------|---------|--------|--------|------------|----------|----------|----------|---------|
| Journeyman (100%) | \$38.19 | \$3.75 | \$41.94 | \$9.03 | \$5.00 | \$0.78 | \$0.28 | \$0.10 | \$0.25 | \$0.35 | (1.60) | \$57.73 |
| Foreman (110%) | \$42.01 | \$3.75 | \$45.76 | \$9.03 | \$5.00 | \$0.78 | \$0.28 | \$0.10 | \$0.25 | \$0.35 | (1.60) | \$61.55 |
| General Foreman (120%) | \$45.83 | \$3.75 | \$49.58 | \$9.03 | \$5.00 | \$0.78 | \$0.28 | \$0.10 | \$0.25 | \$0.35 | (1.60) | \$65.37 |
| Apprentice categories (one year each) | | | | | | | | | | | | |
| Apprentice 1 (50%) | \$19.10 | \$1.88 | \$20.98 | \$9.03 | \$2.50 | \$0.78 | \$0.28 | \$0.10 | \$0.13 | \$0.35 | (1.10) | \$34.15 |
| Apprentice 2 (60%) | \$22.91 | \$2.25 | \$25.16 | \$9.03 | \$3.00 | \$0.78 | \$0.28 | \$0.10 | \$0.19 | \$0.35 | (1.60) | \$38.89 |
| Apprentice 3 (70%) | \$26.73 | \$2.63 | \$29.36 | \$9.03 | \$3.50 | \$0.78 | \$0.28 | \$0.10 | \$0.19 | \$0.35 | (1.60) | \$43.59 |
| Apprentice 4 (80%) | \$30.55 | \$3.00 | \$33.55 | \$9.03 | \$4.00 | \$0.78 | \$0.28 | \$0.10 | \$0.19 | \$0.35 | (1.60) | \$48.28 |
| Apprentice 5 (90%) | \$34.37 | \$3.38 | \$37.75 | \$9.03 | \$4.50 | \$0.78 | \$0.28 | \$0.10 | \$0.19 | \$0.35 | (1.60) | \$52.98 |
| Mechanical Equipment Serviceman (MES) (***) | 50% - 80% | \$3.00 | | \$9.03 | \$4.00 | \$0.78 | \$0.28 | \$0.10 | \$0.19 | \$0.35 | (1.60) | |
| Tradesman (***) | \$12.00 minimum | \$0.38 | | \$9.03 | \$0.00 | \$0.78 | \$0.28 | \$0.10 | \$0.13 | \$0.35 | (1.60) | |

(*) Health and Welfare (H&W) rate includes \$.50 per hour as described in Section SBR 3.01.B

(**) NOTE: Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages. The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. Of those Dues, Administrative Dues of (\$1.10) for First Year Apprentices and (\$1.60) for all other classifications will be sent from the Joint Trust Depository directly to District Council 16. First Year Apprentice Dues of (\$1.10) are comprised of District Council 16 Dues Check-off of (\$0.45) plus (\$0.65) Local Union Dues. All other classifications Dues of (\$1.60) are comprised of District Council 16 Dues Check-off of (\$0.95) plus (\$0.65) Local Union Dues.

(***) Refer to 11.02 F for Probationary Period application

NOTE: The Foreman and General Foreman classification Base Wage is calculated by multiplying the Journeyman Taxable Wage by the classification percentage, and deducting the Paid Time Off (PTO). (Journeyman Taxable Wage multiplied by the classification percentage less the PTO equals the Base Wage)

NOTE: The Apprentice classification Base Wage and Pension rates will be the Apprentice percentage of the Journeyman rate. The PTO rate adjustment will be the Apprentice classification percentage applied to the rate of change to the Journeyman classification.

NOTE: The Employer shall pay to the ARCA/MCA Promotion Fund \$.35 per hour worked for all classifications under this Agreement. That amount, which will be included in the "Composite Rate" is to be sent to the Joint Trust Depository.

